

# CALVERTON AND BINGHAM SWIMMING CLUB

## Equality, Diversity and Inclusion Statement

For the purposes of this statement, the following definitions are applicable:

**Equality** – Ensuring that every individual has an equal opportunity to make the most of their lives and talents.

**Diversity** – The differences between people. Inextricably linked with the concept of 'representation', our objectives with regards to 'diversity' refer to our work towards ensuring our membership is reflective of the communities in which they are based.

**Inclusion** – A sense of belonging, feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best.

CABSC supports the mission of Swim England in its mission as described in the SWIM England Handbook (2023) which states:-

*Our mission is to make our sports and activities accessible, inclusive and safe for everyone. We will champion our sports and work with and empower our partners to tackle inequalities; remove the barriers to participation currently experienced by people and communities; provide a governance structure that ensures great, safe experiences; and enables everyone to reach their full potential in the water.*

*We know that for everyone to benefit from aquatics, there is much work to do to engage groups that are currently under-represented. Our insight tells us that people from ethnically diverse communities, people within the LGBTQ+ community, disabled people and those with long-term health conditions and those from lower socio-economic groups are under-represented within our aquatics community. Whilst we have taken action to better understand the needs of these groups, it is a journey and we are at the beginning. We are committed to better understanding the needs of these particular groups and taking positive action to address the issues, to tackle inequalities and drive meaningful change.*

Similarly there is also much more to do to ensure the culture of aquatics at all levels is one that has inclusivity, welfare and safeguarding at its heart.

CABSC is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital or civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

CABSC are committed to:

- Developing a culture that enables and values everyone's full involvement
- Creating an environment in which everyone has opportunities to play, compete, officiate, coach, volunteer and run community sport.
- Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently underrepresented in sport.

CABSC is committed to ensuring that everyone has the right to enjoy sport in an environment free from the threat of discrimination, intimidation, harassment or abuse.

All members of CABSC have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity. CABSC will deal with any incidents of discriminatory behaviour seriously, in accordance with the organisation's disciplinary procedures.

The full Swim England Equality, Diversity and inclusion Policy, along with further useful information and equality guidance can be found at [equality@swimming.org](mailto:equality@swimming.org)

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